



IGATE Global Solutions Limited (A Capgemini Group Company)

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Ref. CG/829779/IND/2016

**April 29, 2016**

Name: **Sarathchandar Chandrasekhar**

Employee Id: **829779**

Dear Sarathchandar,

At Capgemini, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for the year 2015 is "**Met Expectation**".

Additionally, it also gives us immense pleasure to inform you of your promotion to **Level 4 as Systems Engineer - IMS**.

In recognition of your performance your compensation has been revised to **INR 2,85,900** per annum effective **April 01, 2016**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making Capgemini a world class organization.

Wishing you a happy and rewarding career with Capgemini!

With Best Regards,

**Srinivas Kandula**

**Chief Executive Officer – Capgemini India**

**Salary Annexure**

**Employee Code:** 829779  
**Employee Name:** Sarathchandar Chandrasekhar  
**Effective Date:** April 01, 2016

| <b>Monthly Component</b> | <b>Amount(Rs.)</b> | <b>Yearly Component</b>        | <b>Amount(Rs.)</b> |
|--------------------------|--------------------|--------------------------------|--------------------|
| Basic                    | 7,500              | Leave Travel Allowance         | 7,500              |
| House Rent Allowance     | 3,750              | Co's contribution to Prov Fund | 12,240             |
| Dearness Allowance       | 1,000              | Group Gratuity Scheme          | 4,908              |
| Personal Allowance       | 3,444              | **Insurance Premium            | 4,500              |
| Food Allowance           | 1,100              |                                |                    |
| Conveyance Allowance     | 1,600              |                                |                    |
| Medical Allowance        | 1,250              |                                |                    |
| Advance Statutory Bonus  | 1,752              |                                |                    |
| <b>Monthly Gross</b>     | <b>21,396</b>      | <b>Annual CTC</b>              | <b>2,85,900</b>    |

\*\*Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Group Medical Insurance as per existing policy which is subject to change during renewal each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.